



CITY OF HOUSTON

Sylvester Turner

Mayor

P.O. Box 1562
Houston, Texas 77251-1562

T. (832) 393-1011
www.houstontx.gov

March 27, 2019

Mr. Patrick "Marty" Lancton
President
Houston Professional Fire Fighters Association, IAFF Local 341
1907 Freeman Street
Houston, TX 77009

Re: Prop B Proposal

Dear Marty:

I write to make clear the City's proposal on the resolution of Prop B implementation. I do not want to lay off anyone. To accomplish this, I ask the Union to agree to phase in the cost of implementing Prop B.

I propose that Prop B be implemented over five years. The proposal takes into account the language of Prop B and factors in educational requirements for parity between Police and Fire. The chart that follows reflects the costs the City would incur and shows the incremental and cumulative costs. This matches the allocation of pay by seniority proposed by the Union.

Category	Jan - June FY2019	FY2020	FY2021	FY2022	FY2023	Total
Incremental Cost						
Base Salary	8,412,702	29,436,490	29,705,681	7,011,205	3,069,947	77,636,025
Incentive Pay	1,209,005	3,347,590	2,229,105	2,229,105	2,229,105	11,243,910
Total Incremental Cost	9,621,707	32,784,079	31,934,786	9,240,310	5,299,052	88,879,935
Cumulative Cost						
Base Salary	8,412,702	37,849,192	67,554,873	74,566,078	77,636,025	266,018,870
Incentive Pay	1,209,005	4,556,595	6,785,700	9,014,805	11,243,910	32,810,014
Total Cumulative Cost	9,621,707	42,405,787	74,340,573	83,580,883	88,879,935	298,828,884

Spreading the costs will be in the best interest of all Houstonians.

Sincerely,

A handwritten signature in black ink, appearing to read "Sylvester Turner".

Sylvester Turner
Mayor